



Memorandum

Date: 1/6/2026
Meeting of: City Council

File No. AM No. 26-004
Type: Consent Item

TO: Members of the City Council
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Human Resources	Cathryn Laird	425-556-2125
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DEPARTMENT STAFF:

Human Resources	Adrienne Steinert	Human Resources Analyst
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TITLE:

Approval of the 2026-2028 Collective Bargaining Agreement between the City of Redmond and Teamsters Local No. 117 Representing Police Lieutenants

- a. Ordinance No. 3245: An ordinance of the City of Redmond, Washington Amending the 2026 "LT" Pay Plan for Employees Represented by the Teamsters Local No. 117 Representing Police Lieutenants

OVERVIEW STATEMENT:

This memo seeks approval of the 2026-2028 Teamsters - Police Lieutenants Union Collective Bargaining Agreement (CBA) and the associated pay plan. This agreement has been negotiated between the City and Union using tentative agreements over the last year and has been approved by a vote of Union members. This item was brought to Council during Executive Session on November 18, 2025.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information** ☐ **Provide Direction** ☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
RCW 35A.11.020
- **Council Request:**
N/A
- **Other Key Facts:**
The current CBA expires on 12/31/2025.

OUTCOMES:

This CBA sets forth the working relationship between the City and the Teamsters-Police Lieutenants, specifically it covers salaries, benefits, working conditions, and other information/expectations.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:

The cost to implement the proposed increases to the 2026-2028 collective bargaining agreement is approximately \$77,428, or 9.15%, for 2026.

Approved in current biennial budget: ☒ **Yes** ☐ **No** ☐ **N/A**

Budget Offer Number:

275 Criminal Investigation
279 Police Patrol & Response
280 Police Dispatch & Support

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs: ☐ **Yes** ☒ **No** ☐ **N/A**

If yes, explain:

N/A

Funding source(s):

100 General Fund
035 Public Safety Levy Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
11/18/2025	Special Meeting	Receive Information

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

Time Constraints:

Employees under this contract are currently being paid at 2025 rates. It would be beneficial to have the 2026 pay rates approved immediately, to avoid excessive retroactive pay back to January 1, 2026.

ANTICIPATED RESULT IF NOT APPROVED:

Additional negotiations would be required, and the Union and the City would likely go to mediation/arbitration. The longer the delay, the more complex the retroactive adjustments to employees' pay due to various pay actions that would occur and need to factor into the retro pay. (For example: overtime, paid leave, etc.) This will lead to a longer wait time for pay increases and could lead to a greater chance of payroll errors, both of which always has a negative impact on morale for all employees involved.

ATTACHMENTS:

Attachment A: Redline of 2026-2028 Teamsters-Police Lieutenants Collective Bargaining Agreement

Attachment B: Summary of Outcomes in 2026-2028 Police Lieutenants CBA

Attachment C: Ordinance Amending the 2026 Pay and Pay Plan for Teamsters-Police Lieutenants

Exhibit 1: 2026 Police Lieutenants Pay Plan "LT"